



Young Adults in the Workplace: RMC Research Corporation Project

YIW Overview:

The Young Adults in the Workplace (YIW) initiative is a multisite collaborative project with six multidisciplinary SAMHSA-funded grant teams implementing and evaluating workplace-based substance abuse prevention and early intervention programs for young workers. Young adults are at increased risk for developing chronic substance use-related problems, and few interventions are available for them, particularly in workplaces. The YIW program was designed to provide the nation's employers, unions, and organizations with empirical information about the efficacy of a diverse set of approaches to prevention and early intervention of substance abuse and comorbidity.

Industry:

Electrical construction

Location:

Portland, Central Point, Tangent, and North Bend, OR; Longview, Spokane, and Kennewick, WA

Demographics:

375 union apprentices ages 18 to 24 and older classmates

Program Description:

- RMC Research is delivering a Team Awareness program adapted for foremen/supervisors and apprentices at seven Electrical Training Centers in Oregon and Washington.
- The adapted training addresses industry stakeholders' interests in improving apprentice work ethic and increasing foremen willingness to implement the drug-free workplace policy. The *Code of Excellence*, a union-defined statement of the values of the trade, is also emphasized.
- The adaptation accommodates diverse local training schedules and the industry norm of frequently changing team composition.
- The goals of the program are to improve apprentice work performance and increase supervisor vigilance for safety risks.

Early Findings:

- It is important to understand the context and culture (including socialization), training schedules, and venues in adapting the program for the target population.
- Stakeholder involvement is important to securing workplace commitment.
- Comprehending the nomadic nature of the population is vital for the adaptation and the evaluation plan.
- The implementation strategy is considered an occupational intervention for work where mistakes may be catastrophic.



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